

City of Portland Counter to AFSCME (Modified Proposal)  
AFSCME Negotiations  
October 8, 2024

**Schedule A**

**COLA**

The Union holds the right to make future proposals on wages, including specific to certain classifications

**Longevity Pay.** Upon completion of their tenth consecutive year of service as a permanent employee of the City, employees shall receive longevity pay of ~~one two percent (1.0%) (2.0%)~~. Longevity pay shall be calculated on the basis of the employee's regular hourly rate, not including premium pay.

~~**Jailside Premium.** A differential of ten percent (10%) over base rate will be paid to employees who have been assigned to work in a correctional facility on the jail side. Jail side is defined as the part of the correctional facility where justice involved incarcerated individuals may be encountered. An employee who routinely works jail side shall receive the premium on all hours worked. Employees who work in a correctional facility on an ad hoc basis may receive this premium on hours worked on the jail side.~~

~~**Emergency Crew Premium.** Classifications shared with the Portland City Laborers' contract working in the Portland Bureau of Transportation will receive a one dollar (\$1.00) an hour premium for all work performed while a part of an emergency crew.~~

**Crew Lead.** In the event the City places the responsibility for a crew of two (2) or more employees upon a member of that crew, to the extent that such member is held responsible for the work performance of the other members of that crew, it will pay such employee a premium of five percent (5%) of the employee's base wage. This shall not be deemed a requirement that the City designate a lead in charge of every Crew. An employee assigned lead duties in a work day will receive the lead premium for a minimum of half a shift or for a full shift if the employee is assigned to such duties for more than half their shift. Assignment to lead duties is temporary and employees do not acquire status or rights to such assignment. Employees in AEO 1 Saw Cutting, AEO 2 Tractor Trailer/Sewer Vacuum, AEO 3 Sewer Vacuum Classification that have duties overseeing a helper also receive 5% Crew Lead when overseeing a person. When Any AFSCME 189 Classification is performing training duties of AEO Training, CDL Training, CEO Training they also receive 5% for all hours performing that duty.

**Water Distribution Certifications**

Employees in the Water Operations Mechanic/Water Distribution Worker classification are required to have and maintain certification as a Water Distribution Level 1 Operator. Certification pay for Water Distribution Level 2 Operator shall be two percent (2%) added to the employee's base wage for all hours worked. Certification pay for Water Distribution Level 3 Operator shall be three percent (3%) added to the employee's base wage for all hours worked. Certification pay for Water Distribution Level 4 Operator shall be four percent (4%) added to the employee's base wage for all hours worked.

Construction Equipment Operator Premium Pay

Employees in the Construction Equipment Operator classification that maintain a Water Distribution Level One certification shall receive certification pay of two percent (2%) added to the employee's base wage for all hours worked.

\*Bargaining note: Current MIT living wage calculation is \$26.45 (Multnomah County) or \$27.04 (Portland-Vancouver Hillsboro, OR). 30 20 (MC \$) / 22 (PDX \$) currently filled positions would be impacted by this change, 30 32 classifications. [wage info updated 7.23.24]

City of Portland Counter to AFSCME (Modified Proposal)  
AFSCME Negotiations  
October 8, 2024

~~**Certification Premiums for Public Works Construction Inspectors.** One percent (1%) per ODOT certification up to the seven (7) required certifications.~~

~~**Living Wage Minimum.** All employees covered under this agreement will earn no less than a living wage, as determined by the MIT living wage calculator for a single person, and updated annually on July 1st. \*~~

~~**Residency Premium:** All employee who live within the bounds of the City of Portland shall receive a 5% premium to offset the increased costs of metropolitan living and so encourage folks to live close enough to report promptly~~

~~**PBOT Special Projects:** <sup>1</sup>The Parking Enforcement Manager shall be authorized to assign "Special Projects" work similar to that identified in Recital C above, i.e., projects that are outside of the job description of Parking Enforcement Officers but which in the judgment of the manager are related to Parking Enforcement duties, can be done by Parking Enforcement Officers, and which would benefit by being done by Parking Enforcement Officers. Actual hours worked on duties assigned as Special Projects shall be paid at a premium of the employee's base hourly rate plus Five Percent (5%).<sup>2</sup>~~

---

<sup>1</sup> Bargaining note: Current LOA dated Oct. 10. 2008

<sup>2</sup> Retain this language in individual LOA

~~\*Bargaining note: Current MIT living wage calculation is \$26.45 (Multnomah County) or \$27.04 (Portland-Vancouver Hillsboro, OR). 30 20 (MC \$) / 22 (PDX \$) currently filled positions would be impacted by this change, 30 32 classifications. [wage info updated 7.23.24]~~